

# *State of Colorado*

## *2003 – 2004 Total Compensation Summary*

Prepared by the Division of Human Resources in the Department of Personnel & Administration on July 9, 2003.

This report is a summary of the Total Compensation package paid by the State of Colorado to its employees.

### **Salary Survey Adjustments – Effective 7/1/03**

There is no salary survey adjustment for the 2002-2003 fiscal year.

Please see the [Annual Compensation Survey](#) for more detailed information.

### **Pay for Performance – Effective 7/1/03**

There are no performance awards for the 2002-2003 fiscal year.

Please see the [Performance Pay System](#) section of the website for more detailed information.

### **Annual Leave**

12 days (8 hours per month) - Beginning of employment through year 5

15 days (10 hours per month) - Start of year 6 through year 10

18 days (12 hours per month) - Start of year 11 through year 15

21 days (14 hours per month) - Start of year 16

Available leave is based on amount accrued, not on a lump sum granted at beginning of a specified period. Accrual rate is prorated for part-time. Maximum carry-over is two times the amount of annual accrued leave for any of the respective levels of service.

### **Sick Leave**

Approximately 10 days per year (6.66 hours accrual per month) regardless of service time. Accrual rate is prorated for part-time. Maximum carry-over is 45 days. Sick leave over the maximum carry-over may be converted to annual leave on a five to one basis for a maximum of 16 hours of annual leave. 25% of accrued sick leave is paid upon death, retirement, or eligibility for retirement.

**Funeral Leave**

Up to 40 hours for death of a family member or other person. Appointing authority approves the amount of leave based on the relationship to the deceased and the distance and mode of transportation.

**Holiday Leave**

10 paid holidays per year.

Please see the [Leave](#) section of the website for more information.

**Retirement**

Effective 7/01/03 - 10.15% of gross salary (State contribution per month)  
(State Troopers 12.85%) Mandatory 1.45% contribution to Medicare for those hired after 3/31/86. State of Colorado employees do not participate in Social Security.

For more information on retirement, please see the PERA website at [www.copera.org](http://www.copera.org).

**Deferred Compensation**

The State currently matches employee contributions up to 2% - through December 2003. Beginning January 2004, the State will match employee contributions up to 1% (subject to legislative action in 2004). The following plans are eligible for the State match.

- 457 Deferred Compensation Plan
- 401K Plan
- 403B Plan

For more information on retirement and deferred compensation, please see the [Tax Deferred Savings Plan](#) section of the website.

**Dental**

\$16.26 (state contribution for all tiers)

For more information, please see the [Dental Insurance](#) section of the website.

**Life/Accidental Death and Dismemberment Insurance**

State-paid policy, with \$12,000 basic life and matching \$12,000 of AD&D. Additional optional coverage up to \$300,000 is available for employees. Spouse and dependent coverage is also available.

For more information, please see the [Life Insurance](#) section of the website.

### **Health Insurance**

State contribution is a fixed amount only (see chart below). Contribution amount is not prorated for part-time employees. The table below is effective 1/1/04.

<b>Tier</b>	<b>Employee Only</b>	<b>Employee plus 1</b>	<b>Employee plus family</b>
<b>Employer Contribution-Health</b>	<b>\$156.06</b>	<b>\$232.52</b>	<b>\$326.46</b>

The charts below reflect the statutorily mandated total amount paid by the state towards all health, dental, life, and AD&D group insurance plans.

*Effective through 12/31/03*

<b>Tier</b>	<b>Employee Only</b>	<b>Employee plus 1</b>	<b>Employee plus family</b>
<b>Employer Contribution</b>	<b>\$166.12</b>	<b>\$239.15</b>	<b>\$328.87</b>

*Effective 1/1/04*

<b>Tier</b>	<b>Employee Only</b>	<b>Employee plus 1</b>	<b>Employee plus family</b>
<b>Employer Contribution</b>	<b>\$173.92</b>	<b>\$250.39</b>	<b>\$344.33</b>

For more information, please see the [Health Insurance](#) section of the website.

### **Disability**

*Short Term Disability* – Fully paid by state - Weekly benefit is 60% of pre-disability earnings. Benefit waiting period is 30 days.

*Long Term Disability* – A voluntary LTD plan, fully paid by employee, is also available.

For more information, please see the [Disability](#) section of the website.

### **Overtime**

1.5 times paid as time-off or cash for more than 40 hours per week for non-exempt employees only.

*Exempt or non-exempt status is determined on a position-by-position basis. The State of Colorado does not identify a class or an occupational group of employees as exempt or non-exempt.*

**Premium Pay**

Non-Health Care Employees - 2nd Shift 7.5%, 3rd Shift 10.0%

Health Care Employees – Weekday - 2<sup>nd</sup> Shift 7.5%, 3<sup>rd</sup> Shift 14%

Health Care Employees – Weekend and Holidays – 2<sup>nd</sup> Shift 14%, 3<sup>rd</sup> Shift 20%

On-Call \$2.00 per hour

Hazardous duty - \$1.00 per hour non-base

**Per Diem Rates**

Reimbursement of \$0.28 per mile personal car usage. Meals = \$30, up to \$46 per day, depending on the city and peak or non-peak season. Lodging = actual cost.

**Uniform Allowance**

Correctional Officers - Initial uniform issue provided, then replacements issued on or about the employees anniversary date, pending available funding.

State Troopers - \$100 per month in paycheck

Wildlife Officers - \$50 per month in paycheck

**Misc. Benefits & Information**

- [IRS Code 125 Plan](#): Dependent care and health care flexible spending accounts are available.
- A variety of [Work-Life](#) options are available, including flexible scheduling, resource and referrals, and employee discounts.
- [Colorado State Employee Assistance Program](#): Goal is to help employees and protect the State of Colorado as an employer by providing early-stage, preventative intervention, helping managers and supervisor curtail workplace issues before they become a liability to the state.
- Colorado is not unionized and does not have collective bargaining.
- [Voluntary Separation Incentives](#) may be offered to avoid layoffs. Maximum is one week of salary for each full year of uninterrupted state service, up to a maximum of 13 weeks and not to exceed 25% of annual salary.